



to do so without injury to the individual.

the agency is required to determine if there is any other position of equivalent pay-grade to which the employee could be assigned and perform satisfactorily. If it cannot be done, the employee is obligated to demote the employee to the proper pay-grade. Then salary protection is applied.

A vast majority of cases involving demoted employees do not result in a demotion. They go to a step in the grade which permits them to hold at least the equivalent of original salary.

The Commission said the implementation of the overgrading study should lead to greater consistency among managers about possibilities for assuring classification, and in helping to avoid unwarranted costs.

The study was based on a one-time random sampling of the entire federal permanent staff. The Commission said the study was the most valid and reliable ever conducted on overgrading.

Further study is pending before Congress.

## Retirement Ends

Voluntary Federal retirement has been abolished.

Sept. 30, Federal employees will no longer be required to retire at 70, in accordance with law 95-256 of April 6.

The law repealed was the law that required individuals who have reached age 70 may be appointed to competitive service only on a temporary basis, opening the way for permanent appointment. The law also required retirement, how- ever, in effect for special air traffic controllers at certain law enforcement and fire fighters at age 50, and certain Alaska Railroad, Canal Company and

applicants are qualified for most positions.

Term appointments are used when agencies need additional staff for projects which last from 1 to 4 years. Under the new instructions, agencies no longer need Commission approval before establishing such short term positions.

## Woman Scientist Wins \$2,500 Retiree Award

A woman was awarded \$2,500 as the first Federal Retiree of the Year, the National Association of Retired Federal Employees (NARFE) announced.

Mrs. Irene K. Fischer, Ph.D., an internationally recognized geodesist, who retired from the Defense Mapping Agency last year, was chosen from among nearly 30 nominees from Federal agencies.

Mrs. Fischer was chosen for research on the size and shape of the earth that resulted in more accurate mapping of the earth and contributed importantly to national defense, the space program, and advancement of scientific knowledge.

She developed the "world geodetic datum" used by the National Aeronautics and Space Administration in the Mercury, Gemini, and Apollo projects.

Mrs. Fischer has written more than 100 scientific papers and several books. A resident of Takoma Park, Md., she is married to Eric Fischer, Ph.D., a geographer.

## Handicapped Award

The Civil Service Commission has reminded all agencies that nomination for the Outstanding Handicapped Federal Employee of the Year Award for 1978 should be submitted to the Commission no later than June 30. The annual award program will be held Oct. 5 during National

Management Relations.

2. Inclusion of the existing Labor Management Relations program, based upon Executive order, in statute.

3. Establishment through collective bargaining of grievance and arbitration procedures to cover most statutory appeals for employees in exclusive bargaining units.

The Administration had previously informed the cognate committees of Congress that legislation to this effect was transmitted.

C. the Director of the Budget, Abraham Ribicoff, Director of the Office of Management and Organization, labor-management relations and time has been a part of the program in legislation. Since the independent Labor Relations Authority, the program and expanded arbitration procedures for resolving individual appeals, the initiatives will improve the collective bargaining process as an integral part of the personnel system.

## Correction

An extra paycheck for 1978 was mistakenly claimed in the March "Federal News Clip Sheet." Please don't bank on it. Nor will there be 27 pay periods, as reported. In actuality the 27th pay period will start Dec. 30 and end Jan. 12, 1979.

## Supervisors' Course

A new self-study course, "Applied Supervision," was recently added to the Civil Service Commission's National Independent Study Center (NISC) curriculum.

The 40-hour course is designed for new government supervisors, and fulfills supervisory training requirements (contained in Federal Personnel Manual, 410, Appendix).

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**U.S. Civil Service Commission**

Materials may be loaned without charge to those who do not wish prior approval of CSC.  
Address inquiries to: Editor, Ed Stoppel, Federal News Clip Sheet, Office of Public Affairs, U.S. Civil Service Commission, Washington, DC 20415

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The course is a self-check which helps participants measure their own progress. The course also has three examinations, scored by the NISC, and results are returned to the student. A 40-hour certificate is awarded to each student successfully completing this course.

The cost is \$90 per enrollee. Nominating officials can obtain more information by calling the NISC staff on commercial (303) 234-2224 or FTS 234-2224. Nominations from Federal, State, and local agencies for "Applied Supervision" should be sent to:

Director, National Independent Study Center, U.S. Civil Service Commission, P.O. Box 20, Denver, Federal

Department of Defense, Washington, D.C., "for his outstanding leadership in assisting individuals and communities to overcome serious economic impacts resulting from defense program changes."

James Harlan Taylor, Central Intelligence Agency, Washington, D.C., "for his outstanding contributions to the management of the Central Intelligence Agency and its significant role in the planning and reorganization of the intelligence community."

Thomas L. Boggs, Navy, San Diego, Calif., "for his outstanding contribution as an internationally recognized research scientist in the field of solid and liquid propulsion."

James B. Pollack, Ph.D., National Aeronautics and Space Administration, Moffet Field, Calif., "for his outstanding research of the planets and applying his knowledge to problems concerning the earth by studying the long-term effects of atmospheric changes."

Ivy F. Hooks, National Aeronautics and Space Administration, Johnson Space Center, Houston, "for her outstanding contributions to the success of the Apollo program and for her creative engineering and leadership abilities in the design and development of the space shuttle program."

Sherwood B. Idso, Ph.D., Department of Agriculture, Tempe, Ariz., "for his innovative research into fundamental aspects of environmental effects on the

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

Federal Retiree of the Year

FROM:

Director of Personnel  
5E58 Hqs.

EXTENSION

NO.

6825

DATE

16 February 1978

TO: (Officer designation, room number, and building)

DATE

OFFICER'S  
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. Deputy Director for  
Administration  
7D18 Hqs.

RECEIVED

FORWARDED

22 FEB 1978

2.

3.

4. Director of Personnel  
5E58 Hqs.

23 FEB 1978

5.

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

DISAPPROVED.

Good!

16 FEB 1978

DD/A Registry  
78-0668

MEMORANDUM FOR: Acting Deputy Director for Administration

FROM: F. W. M. Janney  
Director of Personnel

SUBJECT: Federal Retiree of the Year

1. Action Requested: That you determine if the Agency will submit a nomination for the Federal Retiree of the Year Award.

2. Background: In a recent bulletin, the Civil Service Commission announced it is cooperating with the National Association of Retired Federal Employees (NARFE) to establish a program to designate, annually, The Federal Retiree of the Year. The retiree to be selected will receive from NARFE a plaque and a check for \$2,500.00, and will be honored at a reception sponsored by that organization. The first awarding of these honors to a selected retiree will be at a date, yet to be announced, in the spring of 1978. All Federal departments and agencies are invited to submit nominations to NARFE by 28 February 1978.

Nominees must be Federal employees who retired in calendar year 1977 and must be persons who have demonstrated unusual competence, achievement and dedication during their Federal careers. Nominations must be accompanied by biographic information, description of length of service, and a statement describing achievements on which a nomination is based.

3. Staff Position: We believe that the Director would want the Agency to participate in this program, and we suggest that [REDACTED] STATINTL and [REDACTED] would be worthy of serious consideration.

STATINTL

4. Recommendation: That you determine if the Agency wishes to nominate [REDACTED] to NARFE as our candidate for the Federal Retiree of Year. *Or anyone else.*

STATINTL

STATINTL

[REDACTED]  
F. W. M. Janney

APPROVED:

Acting Deputy Director for Administration

STATINTL

DISAPPROVED:

Acting Deputy Director for Administration

DATE:

*22 Feb '78*

*per am  
comment  
4 22 Feb*

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